

REGISTRATION FORM DUE ONE WEEK PRIOR TO START OF CLASS

Name: _____
Address: _____
City: _____ St. _____ Zip: _____
Phone: _____ Fax: _____

Please make Checks payable to Rutgers University -- Registration Fee: \$200.00 per Class
Includes, Continental Breakfast,
Lunch and all materials.

Mail Registration to: Debra McNeill
Rutgers University
Labor Education Center
50 Labor Center Way
New Brunswick, NJ 08901

E-mail: mcnell@smmr.rutgers.edu, Phone 732-932-1740, Fax: 732-932 8677

Email Address: _____

Please check all that apply:

Grievance Arbitration

____ Tuesday, February 7, 2006

Scope of Negotiations

____ Tuesday, March 7, 2006 **OR**

____ Tuesday, April 4, 2006

Contract Interpretation

____ Friday, March. 24, 2006

Conflict Resolution

____ Wednesday May 24, 2006 **OR**

____ Tuesday June 6, 2006

All Classes are 9:00 AM – 4:00 PM

All Classes are at:

Rutgers University

Labor Education Center

50 Labor Center Way

New Brunswick, NJ 08901

Rutgers University
Labor Education Center
50 Labor Center Way
New Brunswick, NJ



***School of Management and
Labor Relations***



***State of New Jersey
Public Employment
Relations Commission***

***Public Sector Labor
Relations
Certificate Program***

The Certificate Program will be open
to all interested members of the public
sector labor-management community

Public Sector Labor Relations Certificate Program

After nearly four decades of experience, public sector labor relations in New Jersey have become an integral part of government at the state, county and municipal level. The purpose of the Public Sector Labor Relations Certificate Program is to provide practitioners and advocates for employers and employees with high-quality, relevant course offerings that promote conflict resolution and effective collective negotiations.

The classes are open to all interested members of the public sector labor-management community. Participants, who complete a total of six courses, including at least two advanced courses, will earn an Achievement Certificate from Rutgers University.

The Public Sector Labor Relations Certificate Program is jointly sponsored by the New Jersey Public Employment Relations Commission (PERC) and the Rutgers School of Management and Labor Relations. All courses are taught by Rutgers University faculty, PERC Staff and experienced labor-management professionals. Classes are held at the Rutgers Labor Education Center, 50 Labor Center Way, New Brunswick, N.J.

Winter-Spring 2006

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**February 7, 2006 9:00AM-4:00PM**

#### ***Public Sector Grievance Arbitration Advance Class***

This seminar is designed to increase the practitioner's skills in preparing for and presenting a grievance arbitration case. The major subjects discussed are: preparing for arbitration, the hearing, presenting a case, standards for just cause, evidence, criteria for contract interpretation, remedies, the arbitration decision, and different arbitration systems. The class is interactive and a film will be shown. ***Instructor: Joan Parker/sl  
Arbitrator and Mediator***

**March 7<sup>th</sup> or April 4<sup>th</sup>, 2006**

**9:00AM- 4:00PM**

#### ***Scope of Negotiations Advanced Class***

This course will address all aspects of the scope of negotiations in New Jersey's public sector. The session will trace the legislative, judicial and PERC developments that have added to and subtracted from the subjects that can and must be the subjects of collective negotiations and grievance arbitration. The class will also examine how PERC decides the scope of negotiations in particular cases.

***Instructor: Ira W. Mintz, Esq.***

Began work at the Public Employment Relations Commission in 1985 and has been the Special Assistant to the Chairman since 1988

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March 24th, 2006 9:00 AM – 4:00 PM

Contract Interpretation Advanced Class

The meaning and enforceability of contract language negotiated under the N.J. Employer-Employee Relations Act has evolved over the last forty years. Court decisions, arbitrators' opinions and PERC rulings have served to establish a set of principles and guidelines for negotiating binding contract language in the public sector. This class will be an opportunity for participants to learn from both labor and management perspectives the process and procedures of enforcing and interpreting contract provisions.

Instructor: Steven Weissman, Esq. Labor Advocate

Co-Instructor: Management Advocate to be announced

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**May 24<sup>th</sup> or June 6<sup>th</sup>, 2006**

**9:00 AM – 4:00 PM**

#### ***Conflict Resolution Advanced Class***

Although labor relationships are rooted in underlying, fundamental conflicts of interest, there are also many techniques for reducing dysfunctional conflict. This class will expose participants to interest-based and other problem solving techniques that can be used in grievances, at the bargaining table and every day at the workplace. The class will also examine models of labor-management cooperation in the public sector. Participants will learn through role playing and hands on exercises.

***Instructors: Adrienne Eaton,***

***Charles Heckscher, Saul Rubenstein,***

The instructors are Rutgers School of Management and Labor Relations faculty members with extensive background in consulting and training for labor-management partnerships in both the public and private sectors.

**\$200.00 Registration Fee:  
Includes Continental  
Breakfast, Lunch and all  
Materials**